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21 February 1962

MEMORANDUM FOR: Acting Director of Training

SUBJECT : Weekly Report #7  
9 - 14 February 1962  
Assessment and Evaluation Staff

I. SIGNIFICANT ITEMS

None

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II. OTHER ACTIVITIES

25X1A9a 1. On 20 February 1962 C/AB briefed [REDACTED], C/FRB, and some members of his staff on the role of A&E testing as it relates to selection of employees. C/AB traced the history of A&E's advisory role in test interpretation in relation to the JOTP and to general professional applicants, explained the PATB report forms now in use and discussed in some detail the tests in the PATB and the considerations that go into our interpretations.

25X1A9a Actually it turned out that [REDACTED] was not interested in a briefing as such but rather in ventilating, very emotionally, about JOTP and about his strongly held feeling that rejection by the JOTP was tantamount to a "kiss of death" as far as the applicant's possible Agency employment in some other capacity. He raised such questions as:  
(a) Why recruit, test and select for JOTP instead of recruiting, testing and selecting for Agency employment to a particular job or jobs?  
(b) Why does A&E write reports on JOT applicants in terms of suitability for JOTP rather than in terms of suitability for some particular Agency job?

25X1A9a Conclusion: [REDACTED] is not a friend of JOTP. He is reacting to the JOTP and the recruiters' relationship to it in much the same way (but more emotionally) as his predecessor did. His feelings about A&E's role in relation to JOT are also similar to those of his predecessor. (It should be noted that some of the members of his staff, notably [REDACTED], did not appear to share C/FRB's views.)

25X1A9a 2. C/A&E and [REDACTED] departed on a special WH assessment project on 17 February 1962. It is anticipated they will be gone for about one week.

25X1A9a 3. An A&E psychologist conferred with [REDACTED] ADPI/OBI, 25X1A9a with regard to the use of test results in the selection of employees. OBI is currently engaged in intensive recruiting to staff a newly expanded research division. At the close of the conference, [REDACTED] a

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indicated that OBI plans to make full use of A&E's services in their recruitment drive. He subsequently supplied A&E with a list of employees currently in the Research Division; the test results of these employees will serve as one basis for determining the suitability of applicants for this division.

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4. [REDACTED] reports that two OC instructors who recently took the Instructional Techniques Course have separately and spontaneously commented to him on its value. They particularly noted that, by virtue of developing a new appreciation for the necessity of active student involvement if effective learning is to occur, they in turn have become increasingly convinced of the wisdom of OTR's current effort to reduce use of the lecture method. These attitudes are of particular interest since they come from [REDACTED], two of the highest GS level individuals who have ever been in the ITC, and are clearly a significant tribute to the effectiveness of [REDACTED] A9a

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5. We were informed by [REDACTED] applicant for assessment psychologist, (Weekly Report #6, Item III-1) has been rejected by Security.

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6. Resigned JOT [REDACTED] was interviewed on 15 February 1962. Report of interview is attached.

III. PERSONNEL

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[REDACTED] attended the CSR course 5-16 February 1962.

[REDACTED] A9a

(Assessment and Evaluation Staff)

Attachment

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